

SERENA A. MCILWAIN

Serena McIlwain works in the Immediate Office of the Deputy Chief Human Capital Officer as the Director of the Business Partners Office. In this role, she is responsible for cultivating business partnerships with the Program and Staff Offices within the Department to ensure that the Human Capital strategies are parallel to the Department's mission, goals, and objectives.

Prior to joining DOE, Mrs. McIlwain was the first Director to head a newly created Workforce Planning and Management Division at the Architect of the Capitol (AOC). In this position, Mrs. McIlwain spearheaded several agency-wide initiatives, such as the establishment of core competencies for all positions, a new succession planning program, creation of an automated skills survey for analyzing skills and competency gaps, developed a Strategic Workforce Plan and instituted a model for executing Workforce Planning activities which was recognized by the General Accountability Office as "innovative" and leading. Under the leadership of Mrs. McIlwain at AOC, OPM reported that Mrs. McIlwain's Workforce Planning initiative represented "a strong strategy and execution plan" and further recognized the AOC as the "leader" in workforce planning for small agencies. Mrs. McIlwain is well-known throughout the Federal Government as a change agent and visionary with an 'eagle eye' for executing sound business strategies.

Over the past 20 years, Mrs. McIlwain has served in several leadership positions throughout the Federal Government, including the National Institutes of Health (Special Advisor to the Associate Director of Administration); the Department of Justice, Drug Enforcement Agency (Branch Chief and Senior Management Analyst for Resource Management); and the Bureau of the Census (Special Assistant to the Chief Associate Director). At the National Institutes of Health, Mrs. McIlwain was the leader in launching the federal Workforce Planning initiative and served as lead in creating the federal government's first "workforce planning guide" which has been used as a model by many federal agencies. In addition to her extensive federal experience, Mrs. McIlwain served as a Congressional Fellow in the office of Congressman Louis Stokes.

Born and raised in Alexandria, VA, Mrs. McIlwain holds two Masters Degrees (Master of Science in Administration (M.S.A) and Master of Public Administration (M.P.A) from Central Michigan University and George Mason University, respectfully.